*Joint Forces Ready to Fight*

# Worldwide Joint Training Conference 2004

## *Joint Assessment and Enabling Capability Overview*

## *1 September 2004*

**Mr. Fred Hartman**
**Director, JAEC**
**OUSD (P&R)**

# Today's Security Environment Complicates the Training Challenge

*Training Transformation*

- **Dynamic, complex security environment**
  - World of uncertainty and surprise
- **Adaptive enemies**
  - Employ asymmetric approaches
- **Non-traditional environments**
- **Skill set: war fighter - diplomat**

# Department of Defense Priorities

## Training Transformation

- **Successfully Pursue the Global War on Terrorism**
- **Strengthen Combined / Joint Warfighting Capabilities**
- **Transform the Joint Force**
- **Optimize Intelligence Capabilities**
- **Counter Proliferation of WMD**
- **Improve Force Manning**
- **New Concepts of Global Engagement**
- **Homeland Security**
- **Further Streamline DoD Processes**
- **Reorganize DoD and the USG to Deal with Pre-War Opportunities and Post-War Responsibilities**

**"The centerpiece of our training transformation effort will be the Joint National Training Capability."**

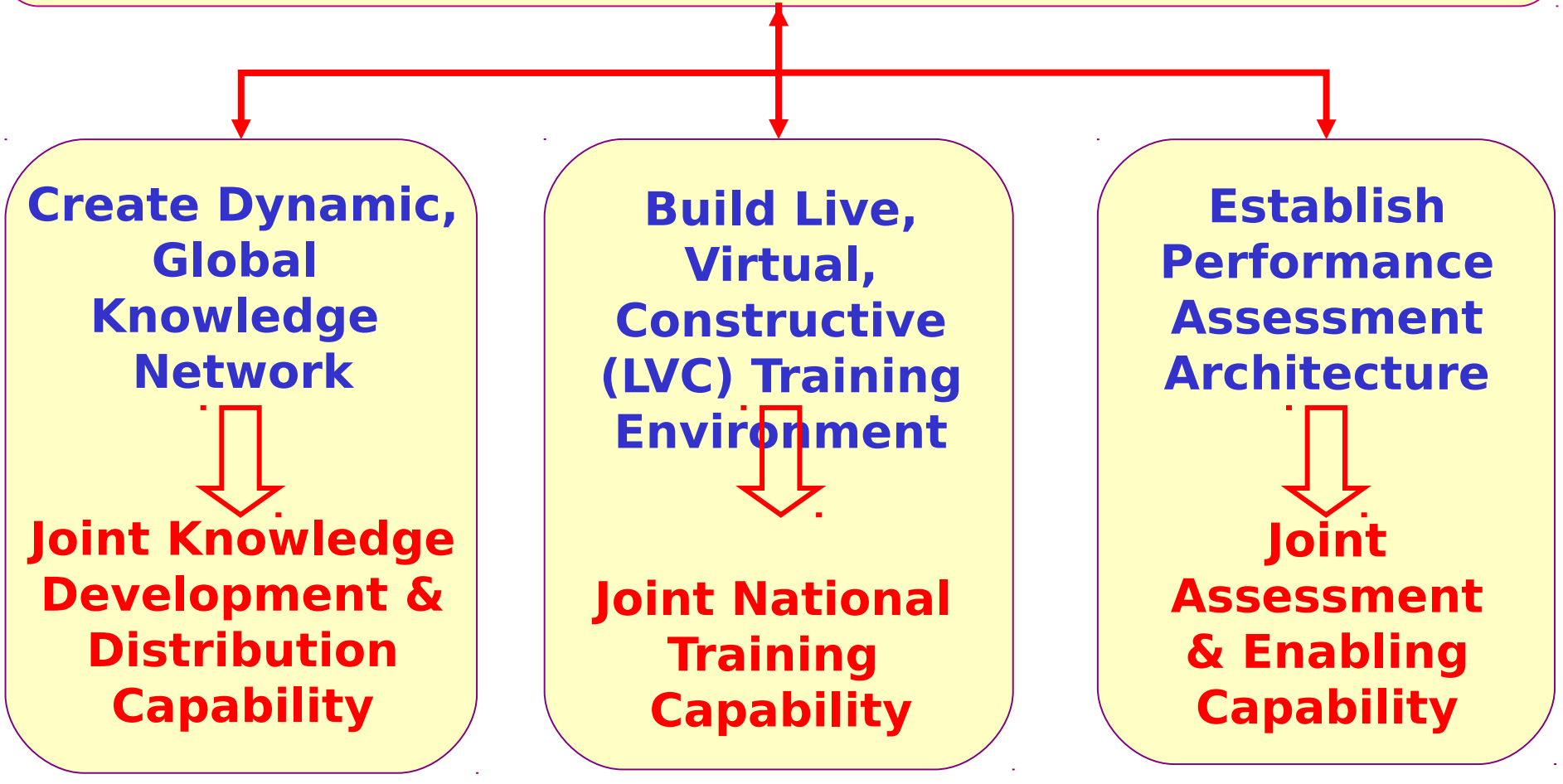
**Deputy Secretary of Defense Paul Wolfowitz, 9 April 2002**

***Transformation is a top U.S. Defense priority***

**SECDEF Legislative Priorities Memorandum Dated 17 Mar 04**

# *Training Transformation Vision and Capabilities*

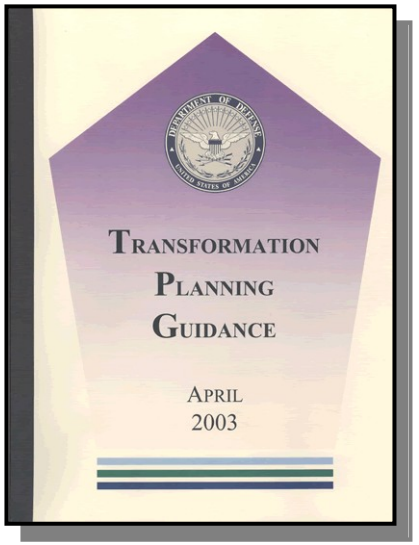
**Provide dynamic, capabilities-based training for the Department of**
**in support of national security requirements across the full spectru**
**service, joint, interagency, intergovernmental, and multinational o**


Create Dynamic, Global Knowledge Network
Joint Knowledge Development & Distribution Capability
Build Live, Virtual, Constructive (LVC) Training Environment
Joint National Training Capability
Establish Performance Assessment Architecture
Joint Assessment & Enabling Capability

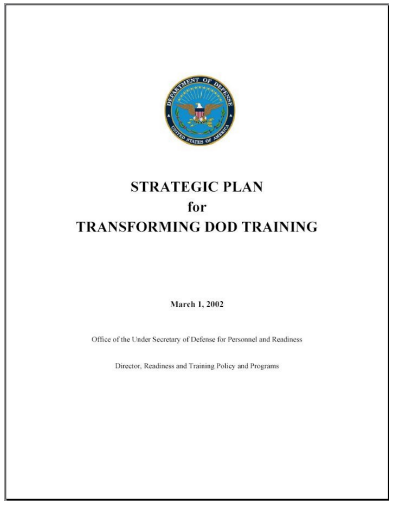
# Training Transformation References

## Training Transformation

**Force Transformation**
***Approved by SECDEF***




**T2 Strategic Plan**
***Approved by DEPSEC***


STRATEGIC PLAN
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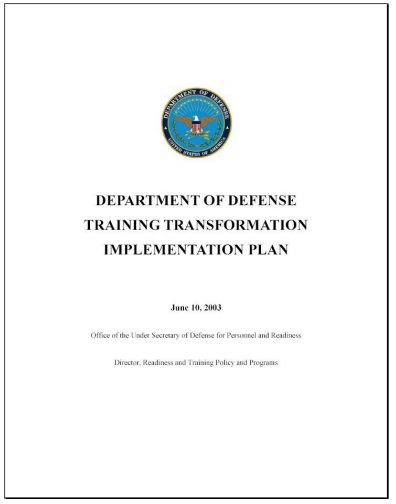
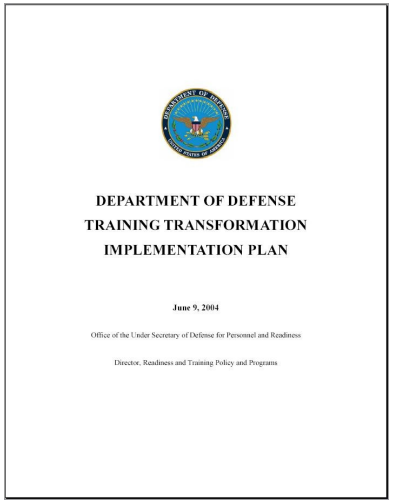
March 1, 2002
Office of the Under Secretary of Defense for Personnel and Readiness
Director, Readiness and Training Policy and Programs

**T2 Implementation #1**
***Approved by DEPSEC***


DEPARTMENT OF DEFENSE
TRAINING TRANSFORMATION
IMPLEMENTATION PLAN
June 10, 2003
Office of the Under Secretary of Defense for Personnel and Readiness
Director, Readiness and Training Policy and Programs

**T2 Implementation #2**
***Approved by DEPSEC***


DEPARTMENT OF DEFENSE
TRAINING TRANSFORMATION
IMPLEMENTATION PLAN
June 9, 2004
Office of the Under Secretary of Defense for Personnel and Readiness
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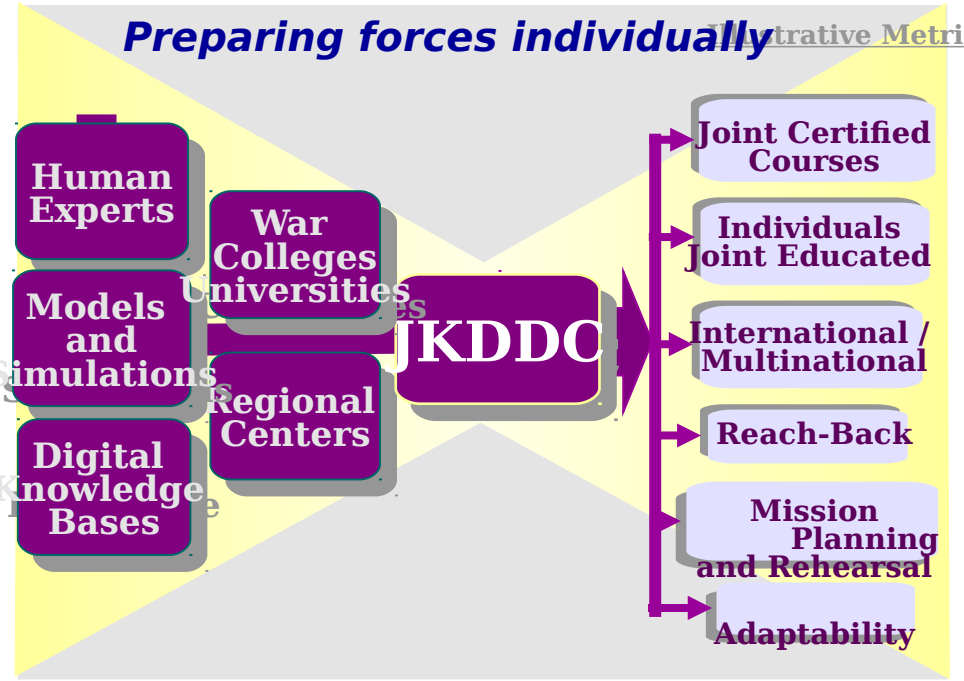
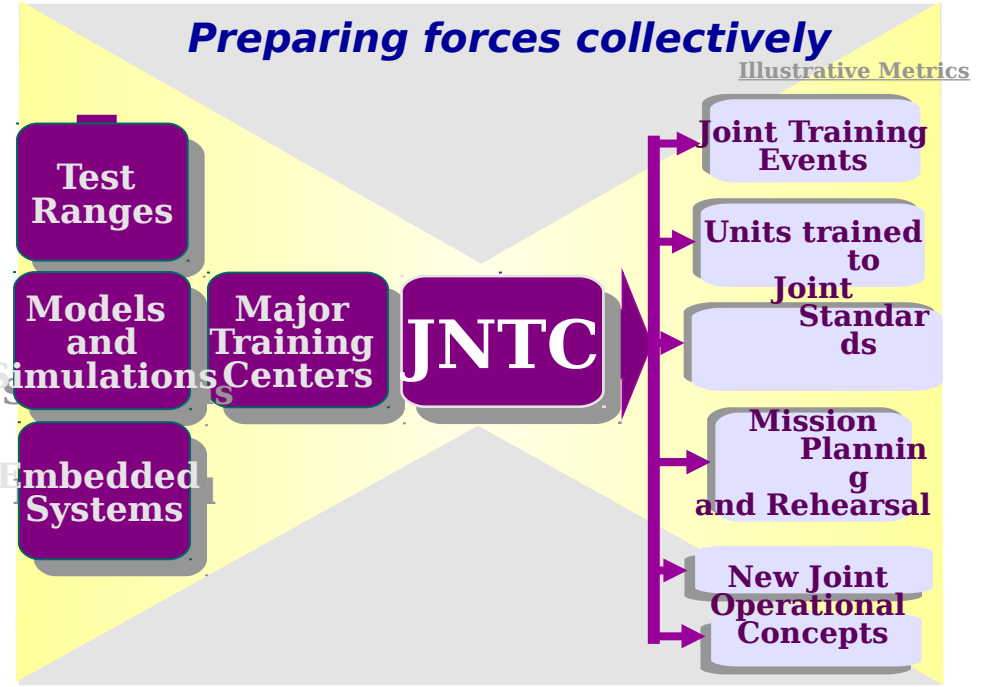
# T2—JNTC and JKKDC Capabilities

## Training Transformation



# Joint Assessment and Enabling Capability

## Training Transformation

**Mission**: Improve the quality and effectiveness of training for the transformed force

**Users**: COCOMs; DoD Agencies; Military Services

**Goal**: Enhance Joint Readiness through

- **Dynamic Joint Training System with next Generation Tools and Metrics**
- **Robust Joint Lessons Learned Capability**
- **Personnel System that Tracks Joint Qualifications and Experience**
- **Linkage of Joint Training Outcomes to Readiness**
- **New Joint Mission Essential Tasks for Interagency and Coalition**
- **New Training Assessment Guidelines Policies**
- **Joint Training System Enterprise Architecture**
- **Advanced Assessment Tools and Metrics**
- **T2 Block Assessments and Recommendations**

# JAEC Tenets

## Training Transformation

- Ensure the systematic assessment of joint training and provide enabling tools and processes to enhance joint force readiness

- **To achieve Training Transformation objectives leading ultimately to training system transparency in joint force operations[1], then we must understand the ways and means necessary to reach this future state.**

- **JAEC provides the analytic rigor to understand, assess, measure and report training system performance and progress toward achieving transparency in joint force operations.**

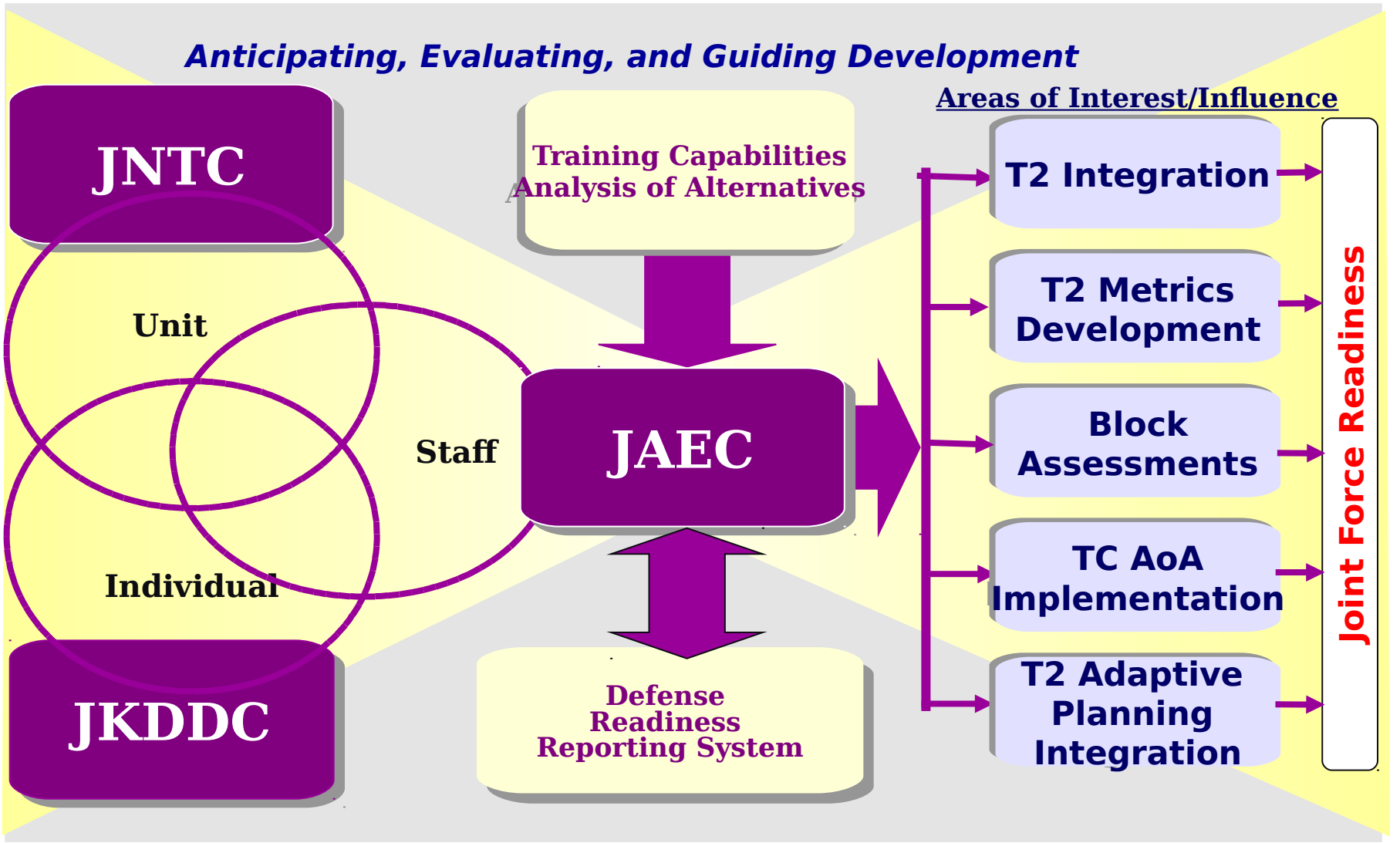
- **JAEC assessments will include analyses across the joint training continuum to help determine optimal means of joint capability sourcing, delivery and improvement feedback.**

- **To properly conduct assessments, we must be able to determine measures of merit.**
  - measures of effectiveness,
  - measures of performance.

**1) Refer to 2004 DoD Training Transformation Implementation Plan (Section 1.0)**

# T2—Joint Assessment and Enabling Capability

## Training Transformation



# JAEC Major Initiatives

## Training Transformation

- **Joint Training System Study**
  - *Work with Joint Staff J7 to investigate current JTS and recommend enhancements*
    - *Data collection 95% complete*
    - *Draft 1 Nov 2004, Final 31 Dec 2004*

- **Balanced Scorecard/Metric Development**
  - *Responsible for Metric development for all T2 capabilities. Report through Balanced Scorecard inputs to OSD(P&R)*
    - *Initiate metric development effort*
    - *Focus additional data collections and reporting efforts*
    - *Provide baseline metrics for Block Assessment*

- **Block Assessment**
  - *Conduct assessments to analyze performance of T2*
    - *Design T2 Block I Assessment, Apr-Oct 2005*
    - *Overarching Assessment Design in Progress*
    - *T2 Stakeholders involved in Design, Plan, Execution & Review*
    - *Output drives updates for T2 Strategic Plan, Program Plan and I-Plan*

# JAEC Focus for the Future

## Training Transformation

- **Block Assessment is First Priority**

- **Expand T2 user outreach**
  - **COCOMs**
  - **DoD Agencies**
  - **Military Services**

- **JAEC is the primary analysis arm for T2 which includes:**
  - **Metrics development**
  - **Block assessment**
  - **Capabilities studies**
  - **T2 Integration**
    - **Individual and Collective Training**
    - **Readiness and Personnel systems**

# T2 Events and Information

## Training Transformation

- **You are invited to attend and participate in the Mini-Symposium and Workshop (see www.mors.org)**

***Training Transformation:***

**Analysis and Assessment in New Operational Environments**

**September 28-30, 2004**

**McLean, VA**

- **Visit www.t2net.org for more information**

# Back Up

## Training Transformation

# Performance Assessment Concept

## Training Transformation

### T2 Vector Assessments

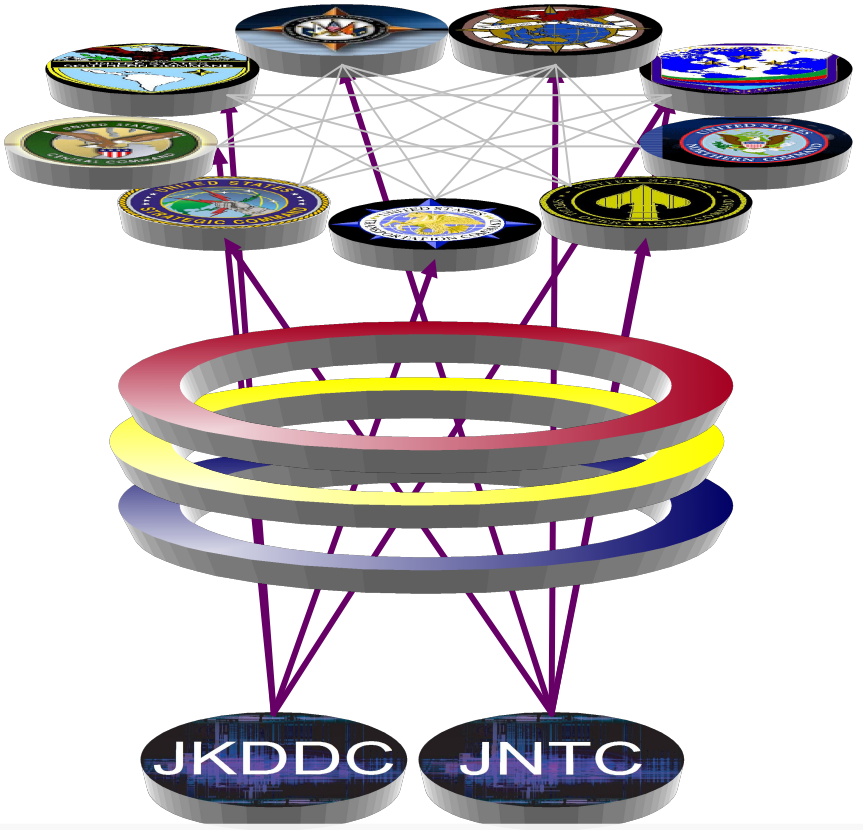
- COCOM Alignment
- Service Alignment
- Force Transformation Alignment

### T2 Integration Assessments

- Policy integration
- Program and process integration
- Information systems integration

### T2 Training Value Assessments

- Joint Educated and Trained Personnel - quantity
- Staffs & Unit skill mix
- Responsiveness to COCOM requirements changes




***T2 metrics evolve over time to guide achievement of successive outcomes***

**Throughput**
All Forces Joint Educated and Trained
**Near-Term Outcome**

→

**Innovation**
Enable Environment to Create New Joint Operational Capabilities
**Mid-Term Outcomes**

→

**Transparency**
Dynamic Mission Planning and Rehearsal
**Far-Term Outcomes**



Source: 2004 DoD Training Transformation Implementation Plan (Section 1.0)